

# Aruba Esso News

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Lo Yuda Aruba

## Lago lo Paga Fls. 5,000,000 Durante 1955

Lago ta expecta di gasta mas cu Fls. 5,000,000 na Aruba e anja aki pa mercancia y servicio, asina Gerente General Interino F. E. Griffin a conta Asociacion di Comerciantenan Diamars anochi siman pasá.

Papiando na di 10 aniversario di e asociacion abordo di s.s. Oranjestad, Sr. Griffin a bisa cu Lago su compras ariba e isla durante 1954 a varia di un bistir pa e reina di carnaval di Lago Sport Park Board te servicio di transporta carga for di Oranjestad pa San Nicolas.

"Ta un placer pa Lago cu e iniciativa, e confianza y e bon ciencia di negoshi di comerciantenan di Aruba a haci cu compania por contribui na nan exito y prosperidad di e isla," Sr. Griffin a conta como 275 bishitante ahordo di e bapor di K.N.S.M.

Sr. Griffin a muntra cu tempo e stacion di translada crudo cual tabata antecesor di e refinaria a wordo estableci aki trinta anja pasá, tabatin poco comerciante. Majoria di e mercancia y otro articulon cu

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## Lago Local Buying on Rise

### Griffin Tells Merchants 1955 Total Is Expected To Top Fls. 5,000,000

Lago expects to spend more than Fls. 5,000,000 in Aruba this year for goods and services, Acting General Manager F. E. Griffin told the Aruba Merchants' Association last Tuesday night.

Speaking at the association's 10th anniversary dinner aboard the S.S. Oranjestad, Mr. Griffin said Lago's island purchases during 1955 would range from a dress for the Lago Sport Park carnival queen to freight hauling service from Oranjestad to San Nicolas.

"It is gratifying to Lago that the initiative, the dependability and the good business sense of Aruba's merchants has enabled the company to contribute to their success and to the island's prosperity," Mr. Griffin told some 275 guests aboard the K.N.S.M. ship.

Mr. Griffin pointed out that when the crude transshipment station which was the forerunner of the refinery was established here 30 years ago, there were few merchants. Most of the goods and supplies required by the company had to be imported by the company.

"But men with initiative came forward," Mr. Griffin said. "I can supply you with lumber," said one. "I'll get trucks and haul sand," said another. "I can sell you office equipment," said another. "I can provide medicines for your hospital," said a fourth.

As Lago found these men could "deliver the goods and render service," Mr. Griffin said, the company began to expand its local purchases. In 1952 it swung into a concentrated program of local purchasing and spent more than Fls. 4,500,000 more on the island than it had the previous year.

#### Local Buying Expands

"Last year the company spent some Fls. 4,800,000 with island merchants. This year, for things ranging from a dress for the Lago Sport Park carnival queen to trucking cargo from Oranjestad to San Nicolas, the company expects to spend more than Fls. 5,000,000," Mr. Griffin reported.

The bulk of the money will be spent with merchants whom Mr. Griffin described as one of "the pillars" upon which the economic life of the community rests. How did the merchants achieve this status?

"From the time he set up shop, the merchant was a business creator," Mr. Griffin said. He paid for the quarters in which his business was to operate. He bought equipment, furniture, goods to sell, tools. He paid customs duties, import taxes, transportation charges, utility bills, advertising fees.

He created jobs for the people who would help with his business and supplied an income for their families. They, in turn, were enabled to patronize other merchants who were also business generators.

"This, then, is the economic interplay - the cycle - fostered by successful merchants which improves the standard of living of any community," Mr. Griffin stated.

Successful merchants, he added, are the same the world over. They are persons who assembled a sum of money and invested it in an idea, a hope that the public would buy what they had to sell.

#### Market Place "Savage"

Once in business, they discovered "that the market place is a savage arena," Mr. Griffin said. "There is no quarter and only those who meet the test of public acceptance survive."

### Easten, Morris, Schofield, Aulow Plan To Retire

Four Lago employees have announced plans to retire. They are Lunn Easten, John T. Aulow, Earl J. Schofield and John G. Morris, Jr. Mr. Easten will retire as division head - Finance and Insurance of the Marine Department with more than 27 years of service. First employed in 1928 as a clerk in the Accounting Department, he became a clerk, Lunn Easten senior in 1934 and transferred to ship disbursement clerk in the Dry Dock the next year.



After serving as general clerk and senior clerk he transferred to the Marine Office where he was promoted to Lake Tanker division head before assuming the duties of the position from which he retired.

Mr. Aulow had 10 years of Standard Oil Co. (N.J.) affiliated service.

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### Lago Reduces Daily Crude Run

In a move that is normal for this period of the year, Lago last week reduced its daily crude runs from 485,000 barrels to 400,000 barrels and brought the May average out at approximately 425,000 barrels per day.

While daily runs for the next three months have not been definitely forecast, it is expected that 350,000 to 360,000 barrels will be run per day during June, July and August.

Each year as the heavy winter demand for fuel oil slacks off with the approach of summer's warmer weather, Lago refinery runs -- whose principal product is fuel oil -- are reduced.

This year the drop is greater than usual because unseasonably severe cold weather in the early months of this year pushed daily refinery runs above normal. This factor, combined with the cancellation of some important gasoline and jet fuel business in the middle of May, has made the daily production cut-back more abrupt than in most years.

It is anticipated throughput will rise following the summer months when the advent of colder weather renews the demand for the refinery's principal product.

## Lago Supervisors Spend Busy Week



SUPERVISORS gathered in the Esso Club Theatre are briefed on employee relations by C. F. Smith (left rear), superintendent of staff and service departments.

SUPERVISORIAN huntu den Esso Club Theatre a worde splica ariba relacion di empleadonan door di C. F. Smith (banda robes patras).

The week of May 16 was a busy one for some 535 Lago supervisors who topped off a series of discussions with company executives by attending the third annual Supervisors' Party at the Aruba Golf Club the night of May 21.

The party, arranged by a committee headed by Mechanical Department Superintendent T. V. Malcolm, attracted some 600 men to the golf club. On the program was a welcome by President J. J. Horigan, dinner, entertainment and closing remarks by Acting General Manager F. E. Griffin.

Highlights of the evening were the dinner prepared by Colony Service personnel, boxing and a variety stage show. Another hit was a four-color mechanical pencil distributed as a souvenir.

A third-round knockout topped the boxing card when Kid Vampiro put away Rocky Julian seconds be-

fore the three-round bout ended. In another three-round amateur contest El Negrito del Batey drew with Kid Tomahawk.

Sugar Boy Nando, recently-crowned middleweight champion of the Netherlands Antilles, boxed a four-round exhibition match with Sam Langford to wind up the card.

The variety show featured music and dancing. On the musical program were the guitar-strumming Trio Oriental, close harmony by a group of Lago engineers named the Four Fifties, the soprano voice of Violeta Stephen from Santo Domin-

go and the accordion solos of Chief Nurse Sam Speziale.

Mambo dancing by spirited Maria Christina brought down the house.

On Monday, Wednesday and Friday of the week preceding the party the supervisors, divided into three groups, attended company-sponsored discussion sessions in the Esso Club Theatre.

Topics on the agenda were presented by Mr. Horigan, Mr. Griffin, C. F. Smith, superintendent of staff and service departments, C. B. Garber, chief accountant, H. Chippendale, Technical Service Department head and D. C. Shea, assistant industrial relations manager of Esso Standard Oil Co.

The topics ranged from Mr. Griffin's tentative forecast of Lago's operations to Mr. Chippendale explanation of the company's cost control program.

As a result of this "survival of the fittest," he explained, successful merchants have a number of things in common. They offer sales or services the public wants. They set a price the public can pay. They stand behind their products. They are dependable, ethical, eager to serve.

Successful merchants also live "actively" in the community in which they operate. Mr. Griffin said. They share its problems, work on and support its projects. They invest in its future - pay taxes for its schools and streets, contribute to its civic projects.

The successful merchant soon discovers "that he has become one of the pillars upon which the economic life of his community rests," Mr. Griffin stated, "and one of the bulwarks of the system of free enterprise."

#### Merchant Is "Individual"

On the level of the merchant, "free enterprise" generally means one individual "who has the courage, the initiative, the foresight and the ambition to try to win for himself a place in the world of commerce," Mr. Griffin said.

The Standard Oil Co. (N.J.) thinks enough of the individual businessman, he pointed out, to entrust the bulk of its marketing operations to 79,000 independent businessmen.

"Remember," said Mr. Griffin, "this is one of the most important functions of the oil business, and more important, the one upon which the company's financial success stands or falls."

"These dealers constitute an effective selling force not only of Esso products, but also of the system of free enterprise and the spirit of democracy with which it is so closely allied and which I know your association supports."

In a brief review of the association's history, he recalled it was formed 10 years ago with 31 members and now has 100 with an office and full-time executive secret-

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### Six Employees Named to LCAC

One woman and five men were elected to the Lago Commissary Advisory Committee in the annual election conducted May 25, 26 and 27. Pauline Hiemcke and four of the men will serve for two years; the fifth man will serve for one.

National representatives, in addition to Miss Hiemcke, elected were Eduardo Erasmus, Marco E. Donata, Marciano Arends and Carlos Z. de Cuba. Mr. de Cuba will serve for one year.

Stephen Blaize was the one non-national candidate elected. All took office effective June 1.

Mr. Erasmus drew 1367 votes; Mr. Donata 980; Mr. Arends 853; Miss Hiemcke 829; Mr. de Cuba 821 and Mr. Blaize 412. In all, 23 nominees competed for the six open positions.

Mr. de Cuba will serve out the unexpired term of Simon Geerman who resigned from the committee.

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## Supervisornan a Pasa Siman di Hopi Actividad

E siman di Mei 16 tabata uno cu hopi actividad pa mas of menos 535 supervisornan di Lago kende a termina un serie di discusion cu ehecutivonan di compania atendiendo di tercer party anual pa supervisornan na Aruba Golf Club Mei 21 anochi.

E party, organizá door di un comision cu na cabez Hefe di Mechanical Department T. V. Malcolm, a atrae como 600 golfer na golf club. Ariba e programa tabatin un discurso di bienvenida door di Presidente J. J. Horigan, comento, divertimento y remarcacion di despedida door di Superintendent General Interino F. E. Griffin.

E culminacion di e anochi tabata e comida prepará door di personal di Colony Service, boxeo y un show variá. Un otro aspecto tabata un vulpotlood di cuatro color parti como un souvenir.

Un knockout den di tres rond a culmina e programa di boxeo ora Kid Vampiro a dal Rocky Julian abao algun seconde promer cu e pelea di tres rond a caba. Den un otro pelea amateur di tres rond El Negro del Batey a tabla cu Kid Tomahawk.

Sugar Boy Nando, campeon recientemente coroná di peso mediano di Antillas Holandes, a box un match di exhibicion di cuatro rond cu Sam Langford pa termina e programa.

E show variá a presenta musica y baile. Ariba e programa musical tabatin Trio Oriental cu nan guitarranan, musica door di un grupo di ingeniero di Lago cu yama Four Fifths, e voz soprano di Violeta Stephen di Santo Domingo y e solonnan di acordeon di Chief Nurse Sam Speziale.

Baliamento di mambo door di temperamental Maria Christina a cerra porta.

Ariba Dialuna, Diarazon y Dia-bierna di e siman promer cu e party e supervisornan, parti den tres grupo, a atende sesionnan bao auspicio di compania den Esso Club Theatre.

Asuntunan ariba agenda a worde presentá door di Sr. Horigan, Sr. Griffin, C. F. Smith, superintendente di departamentonan di staff y servicio, C. B. Garber, chief accountant, H. Chippendale, hefe di Technical Service Department y D. C. Shea, sub-gerente di relaciones industrial di Esso Standard Oil Co.

E topiconan tabata varia for di e pronosticacion provisional di Lago su operacionnan te splicacion di Sr. Chippendale tocante e programa di reduccion di costo di compania.

### Four To Retire

(Continued from page 1)

vice before he transferred to Lago in 1938 as an engineer I in the Technical Service Department. He also served as project coordinator, senior engineer - coordinating, senior engineer - project and assistant supervising engineer - project. He will retire as a senior engineer with more than 25 years of service.

Mr. Scholfield had six years of service with a Standard Oil Co. (N.J.) affiliate before transferring to Lago in 1953 as a warehouseman in the Mechanical Department - Storehouse. In 1945 he transferred to Colony Maintenance and served as a tradesforeman and zone foreman - plumbing, mason and labor and foreman - Colony Maintenance, the grade at which he will retire with more than 17 years of service.

John H. Morris, Jr., hired by Lago in 1946 as a subforeman - Labor in the Mechanical Department, also served as a foreman - Yard and will retire at that grade.

## Lago a Rebaha Su Produccion Di Crudo pa Dia

Den un movicion cu ta normal pa e periodo aki di anja, Lago siman pasá a rebaha su produccion di crudo pa dia for di 485,000 barril te 400,000 barril y a haci e promedio pa luna di Mei mas of menos 425,000 barril pa dia.

Mientras produccion diario pa e siguiente tres luna no a worde pronosticá definitivamente, ta worde sperá cu 350,000 te 360,000 barril lo worde corri pa dia durante Juni, Juli y Augustus.

Cada anja ora e demanda grandi di invierno pa fuel oil cuminsa baha ora e tempo calor di verano ta acerca, produccion di refinaria di Lago - cual su producto principal ta fuel oil - ta worde reduci.

E anja aki e caida ta mas grandi cu costumber pa motibo cu tempo extremamente frio den e promer lunanan di e anja a hiza produccion di refinaria ariba normal. E factor aki, combiná cu e cancelacion di algun importante negoshi di gasoline y jet fuel den luna di Mei, a haci e reduccion den produccion mas abrupto cu den otro anjanan.

Ta anticipá cu produccion lo subi despues di lunanan di verano ora advento di tempo mas frio ta renoba e demanda pa e producto principal di refinaria.

## Lago lo Paga Fls. 5,000,000 Durante 1955

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compania tabatin mester, mester a worde importá.

„Pero hombernan cu iniciativa a hini adilanti,” Sr. Griffin a bisa. „Mi por entrega bo madera,” un a bisa. „Mi ta busca truck y carga santo,” un otro a bisa. „Mi por bende bo mashinnan di oficina,” un otro a bisa. „Mi por entrega remede pa bo hospital,” di cuatro a bisa.

### Cumpramento Local ta Crece

Como Lago a ripara cu e hendenan aki por a „entrega e mercancia y duna servicio,” Sr. Griffin a bisa, compania a cuminsa expande su compras local. Na 1952 el a cuminsa un programa concentrá di compras local y a gasta mas cu Fls. 4,500,000 mas ariba e isla cu durante e anja anterior.

„Anja pasá compania a gasta como Fls. 4,800,000 cerca comerciantenan di e isla. E anja aki, pa cosnan variando di un bistir pa reina di carnaval di Lago Sport Park te transportamento di carga for di Oranjestad pa San Nicolas, compania tin intencion di gasta mas cu Fls. 5,000,000,” Sr. Griffin a reporta.

Major parti di e placa lo worde gastá cerca comerciantenan cual Sr. Griffin a describi como un di e „pilarnan” ariba cual bida economico di e comunidad ta sosga. Com e comerciantenan a atene e status aki?

„For di tempo cu el a habri su porta, e comerciante tabata un creador di negoshi,” Sr. Griffin a bisa. El tabata paga pa e lugar den cual su negoshi mester funciona. El a cumpra mercom, mueble, mercancia pa bende, cos di trabao. El tabata paga derecho, transportacion,

## Voters To Receive Time Off During Island Election

Lago employees qualified to vote in the June 13 election of the Aruba Island Council will be granted time off with full pay to perform this civic function.

To be entitled to this privilege, employees must have official voting cards and must be working an established day shift between 8 a.m. and 6 p.m. - the official voting hours - on June 13. Employees falling into this category will be excused from work for three consecutive working hours with full pay.

This time off will be scheduled by each department in relation to the work load and, to the extent possible, the convenience of the employee.

Each department, in accordance with law, will post on its bulletin board a list of all known qualified voters and the hours each is scheduled to go to the polls. Employees who are not correctly listed or who are not listed at all are advised to present their official voting cards to their foremen. The foremen will make the necessary arrangements.

This list will be posted from June 6 through June 13. Employees who have any questions regarding the time off for voting procedure should contact their supervisors.

## Bissell Transfers To Chile Post

After serving slightly more than one year as marketing representative in Aruba, Harold A. Bissell has been transferred to Esso Standard Oil Co. (Chile) S.A. He will report to his new assignment following a furlough in the United States.

Mr. Bissell, who replaced W. A. Kaestner as marketing representative last May after the latter was transferred to Argentina, was first employed by Lago in 1949 as a personnel assistant in the Industrial Relations Department.

## President First Poppy Buyer



THE START of the American Legion Auxiliary's Poppy Day was handled by this pert little miss. She's the daughter of Mr. and Mrs. J. M. Murray and her first customer was President J. J. Horigan.

PRINCIPIO di American Legion Auxiliary's Poppy Day a worde encargá na e hobencita spiertu aki. El ta yiu muher di Sr. y Sra. J. M. Murray y su promer comprador tabata Presidente J. J. Horigan.

## Seis Empleado Eligi pa LCAC

Un muher y cinco homber a worde eligi como miembro di Lago Commissary Advisory Committee den e eleccion anual cu a tuma lugar Mei 25, 26 y 27. Pauline Hiemecke y cuatro di e hombernan lo sinta pa dos anja; e di cinco lo sinta pa un anja.

Representantenan nacional, ademá di Srta. Hiemecke, cu a worde eligi ta Eduardo Erasmus, Marco E. Donata, Marciano Arends y Carlos Z. de Cuba. Sr. de Cuba lo actua pa un anja.

Stephen Blaize tabata esun candidato no-nacional cu a worde eligi. Tur a sinta efectivo Juni 1.

Sr. Erasmus a haya 1367 voto; Sr. Donata 980; Sr. Arends 853; Srta. Hiemecke 829; Sr. de Cuba 821 y Sr.

## Votadornan ta Haya Tempo Liber Dia Di Eleccion

Empleadonan cu tin derecho di vota den eleccion di dia 13 di Juni pa Eilandraad di Aruba lo worde duná tempo liber cu pago pa cumpli cu e funcion civico aki.

Pa obtene derecho ariba e privilegio aki, empleadonan mester posee carchinan oficial di vota y mester ta traha un periodo di trabao estableci den dia entre 8 a.m. y 6 p.m. - e oranan oficial di vota - ariba 13 di Juni. Empleadonan cu ta cai den e categoria aki lo worde dispensá for di trabao pa tres ora consecutivo di trabao cu mantencion di pago completo.

E tempo liber aki ta worde geplan door di cada departamentu en relacion cu necesidad di trabao y, en cuanto posible, conveniencia di e empleado.

Cada departamentu, di acuerdo cu ley, lo pone ariba su borch di anuncio un list di tur su empleadonan conoci como votador y e oranan durante cual cada uno ta bai vota. Empleadonan cu ta munstrá incorrectamente of kende su nomber no ta inclui ariba e lista ta keda avisa pa presentá nan carchi oficial di vota na nan superiornan. Esakinan lo haci e arreglonan necesario.

E lista lo keda ariba e borch for di Juni 6 te Juni 13, inclusive. Empleadonan cu tin cualkier pregunta tocante tempo liber pa votamento mester tuma contacto cu nan superiornan.

## Local Buying Up

(Continued from page 1)

ary. Mr. Griffin said the success of the association was directly aligned with the success of its members who answered Lago's need for dependable suppliers of goods and services.

„We hope,” he said, „that under the sound guidance and leadership of your association, this desirable trend will continue.”

### Francis G. Taylor

Francis G. Taylor, a junior laboratory and x-ray technician in the Medical Department, died May 19. He was 46 years old, had more than 10 years of service and is survived by his parents, wife and two children in St. Lucia, B.W.I.

### Alexander Biesum

Alexander Biesum, antes Carpenter Helper A, a muri Mei 21. Un pensionista, el a retira Dec. 1, 1952 cu mas cu 15 anja di servicio. El ta laga atras su senjora y siete yiu.

servicionan di utilidad y cobranza pa avisonan.

El a cria trabao pa hendenan cu lo yudele den su negoshi y a provee un entrada pa nan familianan. Nan, na nan turno, por a cumpra cerca otro comerciantenan cu tambe ta generadornan di negoshi.

„Esaki anto ta e evolucion economico - e cyclo - promovi door di comerciantenan cu exito cual ta memoria standard di bida di cualkier comunidad,” Sr. Griffin a bisa.

Comerciantenan cu exito, el a agrega, ta mescos den henter mundo. Nan ta personanan cu a acumula un suma di placa y a investile den un idea, un speranza cu publico lo cumpra loke nan tabatin di bende.

### Lugar di Mercado „Salvaje”

Una vez den negoshi, nan a descubri „cu e lugar di mercado ta un arena salvaje,” Sr. Griffin a bisa. „No tin lugar di sconde y esnan cu encontra e test di aceptacion publico ta keda bibo.”

Como resultado di „sobrevivimento di esun mas capaz,” el a splica, comerciantenan cu exito tin algun cos comun. Nan ta ofrece ventas di servicio cu publico kier. Nan ta pone un prijs cu publico por paga. Nan ta para tras di nan produccionan. Nan ta confiable, cortés, ansioso pa duna servicio.

Comerciantenan cu exito tambe biba „activamente” den e comunidad den cual nan ta opera, Sr. Griffin a bisa. Nan ta comparti su problemanan, traha ariba y apoya su proyectonan. Nan ta investa den su futuro - paga belasting pa su school y cayanan, ta contribui na su proyectonan civico.

Pronto e comerciante cu exito ta descubri „cu el a hira un di e pilar-

nan ariba cual bida economico di su comunidad ta sosega,” Sr. Griffin a bisa. „y un di e fortalezanan di e sistema di empresa libre.”

### Comerciante ta „Individual”

Ariba nivel di e comerciante, „empresa libre” generalmente kier meen un individuo „kende tin e curashi, e iniciativa, e vision y e ambiecion pa purba gana pa su mes un lugar den mundo di comercio,” Sr. Griffin a bisa.

Standard Oil Co. (N.J.) tin asina tanto aprecio pa e comerciante individual, el a muntra, pa confia majoria di su operacionnan di ventas na 79,000 comerciante independiente.

Corda,” Sr. Griffin a bisa, „esaki ta un di e funcionnan mas importante di negoshi di azeta, y mas importante, esun ariba cual exito financiero di compania ta para of ta cai.

„E agentenan aki ta forma un forza efectivo di ventas no solamente di produccion Esso, pero tambe di e sistema di empresa libre y e espierto di democracia cu cual e ta asociá asina cerca y cual mi sabi boso asociacion ta apoya.”

Den un breve revista di historia di e asociacion, el a recorda cu e asociacion a worde formá 10 anja pasá cu 31 miembrho y awor tin 100 cu un oficina y un secretario ehecutivo. Sr. Griffin a bisa cu exito di e asociacion ta directamente conectá cu exito di su miembronan cu a responde na Lago su necesidad pa entregadornan confiable di mercancia y servicio.

„Nos ta spera,” el a bisa, „cu bao e sano guia y gobernacion di boso asociacion, e tendencia deseable aki lo sigul.



Employee Representation

What Conditions Favor Effective Negotiations?

Employee representation can best develop and serve under conditions favorable to effective negotiations. Representation is not unlike everyday life that best grows with favorable conditions. A major concern of all employees is selecting and maintaining a system of representation that favors successful negotiations.

Negotiations are comparable to barter or trades. Whether it be individual dealings or employees negotiating with management, each has something to offer. Each is willing to enter into a bargain. What constitutes a just agreement to both sides is subject to adjustments of points of view. Negotiations result.

Negotiation - or specifically bargaining is a central fact, the focal procedure in employee-management relations. By definition, bargaining is the procedure for finding the answers to differences in points of view. Bargaining between employee and management groups does not always end in agreement. It still remains, however, for the employees to work for and support a system that best cultivates agreement. It remains for employees to select a system that is most likely to secure favorable conditions.

Stable Industry

Lago employees are part of petroleum refining - an industry that lives on a long-term, career basis. This non-interrupted employment in a stable industry lends itself favorably to a basic condition desirable

to negotiations. The condition: both employee representatives and management striving to maintain continuity of progressive relations. There is nothing "one-time" about relations between employees and management in the oil industry. Neither the workers nor the industry are transient. Both are here to stay - to grow and develop together. On a long-term basis, both the employees and management seek out means of aiding each other in the performance of their tasks and in the operation of the enterprise for their joint benefit.

Management continually looks for ways to foster conditions which tend to stabilize its work force. Both the employees and management benefit by constant employment in a steady industry. Their dealings with each other on a year-round basis cultivate friendship and a cooperative atmosphere. Such conditions favor effective negotiations.

Development

The background or historical development of representative-management relations pattern much of negotiation trends. If relations between the employee representatives and management are those which grew out of strife, there is bound to be conflict. The feeling of distrust runs rampant under such conditions. Employees in these cases usually end up getting only what they fight for. With these conditions the employer is reluctant to grant any concessions. It usually is a case of seeing "how much we can

get" on one side and "how little we can give" on the other. Such discord or unfavorable conditions usually do not result in satisfactory agreements. The record shows that where bargaining involves threats, strikes and general employee unrest - all opposed to favorable, peaceful conditions - the results are usually unsatisfactory to both parties.

Conditions that favor effective negotiations grow out of mutual consent, friendliness and cooperative endeavors between employee representatives and management. Under such negotiations tolerance usually prevails on both sides because of the desire to reach conclusions beneficial to all. These are conditions founded on trust, respect for each other and an understanding of each others' desires.

Conditions Evident

At Lago these conditions are evident at cooperative meetings developed over the years where employee and management representatives use persuasion and reason in working for the common good of the employee as an individual or part of a group, and the company. Such meetings involve a minimum of conflict.

Conclusions arrived at in a spirit of friendliness and mutuality of interests provide a beneficial atmosphere for growth of employee representation. Under these circumstances, employee representatives do not have to feel they must "fight" management for every objective. Nor does management have to feel "reluctant" about representative

gains. Rather, there is a feeling of understanding and accomplishment for the good of each other. It is this striving for mutual satisfaction that perpetuates conditions favorable to effective negotiations.

The peaceful and effective representative relations that have existed at Lago since 1936 could not have been maintained in an atmosphere of conflict or distrust where both parties were suspicious of each other and the proposals made in negotiations. Representation at Lago has been built on a foundation of trust and respect. Such a foundation has enabled constituents to develop confidence and faith in their representatives.

Results

The results of negotiations are most effective when conditions such as these are maintained. The negotiations are successful because the results are not looked upon with suspicion. They are accepted as the "best" for all concerned. Acceptance mirrors the confidence employees have in their representatives. These, again, are conditions that favor effective negotiations.

But, behind all of these desirable factors is one important point that does much to foster conditions favorable to effective negotiations. It is the knowledge that the bargaining is done on behalf of a specific group of employees based solely on their needs and desires.

How is this a condition that favors effective negotiations? It is because the knowledge that the representatives are able to make final decisions based on

local understanding creates an atmosphere of cooperation. And cooperation is in itself a major condition favorable to effective negotiations.

Independence

With independence there is the freedom to compromise, the freedom to close a bargain. No outside influences either in person or thinking are present. It creates favorable conditions. Both the employee representatives and management know they are dealing with those who can give final answers. Management knows it is dealing with men concerned only with local problems and desires. Employee representatives know they are dealing with a management concerned only with the development of sound and peaceful labor relations.

Local representative dealings with only local interests in mind foster conditions favorable to successful negotiations. Independent representation is in a favorable position to maintain those conditions desirable to effective negotiations. At Lago these are conditions that developed out of years of employee representation and management growing, learning and developing together. Independent representation means a local system with local people operating under favorable conditions in the best interest of the employees, the company and the community.

(Articles on other phases of Lago's operation and effect representation can have upon it and the refinery's 6500 employees will follow in successive issues.)

Representacion di Empleado

Representacion di empleado por desaroya y sirbi mehor bao di condicionnan favorable pa negociacion efectivo. Representacion no ta ningun diferente for di bida diario cu tambe ta desaroya cu condicionnan favorable. Un preocupacion grandi di empleadonan ta pa selecta y mantene un sistema di representacion cu ta favorece negociacionnan cu exito.

Negociacionnan ta comparable na trocamento di cos. Sea cu ta tratonan individual of empleadonan negociando cu directiva, cada un tin algo di ofrece. Cada un ta dispuestu pa haci un negocio. Loke ta forma un combenio husto na ambos banda ta worde decidi door di ahustamento di puntanan di vista. Negociacionnan ta e resultado.

Negociacionnan - of particularmente negociamento ta un hecho central, e procedimiento focal of punta primordial di relacionnan entre empleadonan y directiva. Door di definicion, negociamento ta e procedimiento pa haya e contesta ariba diferencianan den punto di vista. Negociamento entre directiva y gruponan di empleado no ta termina semper den acuerdo. Asina mes ta keda na empleadonan, sinembargo, pa traha pa y sostene un sistema cu ta cultiva acuerdo mehor. Ta keda na empleadonan pa selecta un sistema cu tin mas probabilidad pa obtene condicionnan favorable.

Industria Stabil

Empleadonan di Lago ta un parti di refinamento di petroleo - un industria cu ta emplea pa largo termino asina cu un hende por haci un carera. E empleo continuo den un industria stabil ta presta su mes favorablemente pa un condicion hasico pa negociacionnan. E condicion: tanto representantenan di empleado como di directiva luchando pa mantene continuidad di relacionnan progresivo. No tin nada "den un hacha" entre relacionnan entre empleadonan y directiva den industria di azeta. Ni e trahadonan ni e industria ta pasagero. Tur dos ta aki pa keda - pa crece y desaroya hunto. Ariba base di un largo periodo, tanto e empleadonan como directiva ta

busca medianan pa yuda otro den cumplimiento cu nan tarea den operacion di e empresa na nan mutuo beneficio.

Directiva constantemente ta buscando medianan pa promove condicionnan cu ta estabiliza e forza di trabao. Tanto empleadonan como directiva tin beneficio for di empleado constante den un industria continuo. Nan tratamiento cu otro henter anja largo ta cultiva amistad y un atmosfera di cooperacion. Tal condicionnan ta favorece negociacion efectivo.

Desaroyo

E fondo of desaroyo historico di relacion entre representante y directiva ta duna forma na un gran parti di e tendencia di negociacion. Si relacionnan entre e representantenan di empleado y directiva a crece den rivalidad, anto mester tin conflicto. E sentimiento di desconfianza ta crece abundantemente bao tal condicionnan. Den e casonan aki e empleadonan ta haya solamente loke nan bringa pe. Bao di e condicionnan aki e empleado no tin gusto di duna concesionnan. Tal desacuerdo of condicionnan desfavorable generalmente no ta resulta den combenionan satisfactorio. Record ta muntra cu unda negociamento ta involve amenaza, huelga y intranquilidad general entre empleadonan, e resultado nan generalmente ta disatisfactorio pa ambos lado.

Condicionnan cu ta favorece negociacionnan efectivo ta crece for di consentimiento mutuo, carinjo y esfuerzonan cooperativo entre representantenan di empleadonan y directiva. Bao tal negociacionnan tolerancia generalmente ta reina na ambos banda pa motibo di e deseo pa alcanza conclusionnan cu ta na

beneficio di tur. Esakinan ta condicionnan fundá ariba confianza, respet pa otro y comprendemento di deseo di otro.

Na Lago e condicionnan aki ta evidente na reunionnan cooperativo desaroyá atravez di anjanan unda representantenan di empleadonan y di directiva ta usa persuasion y razonamento den trahamento pa bien comun di e empleado como un individuo of parti di un grupo y compania. Tal reunionnan ta involva un minimo di conflicto.

Conclusionnan cu worde alcanzá den un espirito di carinjo y comprendemento di otro ta duna un atmosfera benefical pa crecimiento di representacion di empleadonan. Bao di e circunstancianan aki, representantenan di empleadonan no tin di sinti cu nan mester "bringa" directiva pa cada objetivo. Ni tampoco directiva mester sinti "mala gana" tocante ganashi di representantenan. Pero ta reina un sentimiento di comprendemento y acomplimento pa bienestar di otro. Ta e lucha aki pa satisfaccion mutuo ta perpetua condicionnan favorable pa negociacionnan efectivo.

E relacionnan representativo pacifico y efectivo cu ta existi na Lago desde 1936 lo no por a worde manteni den un atmosfera di conflicto of desconfianza unda tur dos partida ta sospechoso di otro y e proposicionnan haci den negociacion. Representacion na Lago a worde trahá ariba un fundeshi di confianza y respet. E fundeshi aki a pone constituyentenan den posicion pa desaroya confianza y fe den nan representantenan.

Resultadonan

Resultadonan di negociacionnan ta mas efectivo ora tal condicionnan worde manteni. E negociacionnan tin exito pa motibo cu e resultado nan no ta worde contemplá cu sospecho. Nan ta worde aceptá como di "mehor" pa tur cu ta concerná. Aceptacion ta refleja e confianza cu empleadonan tin den nan repre-

Cual Condicionnan Ta Favorece Negociacion Efectivo?

sentantenan. Esakinan, atrobe, ta condicionnan cu ta favorece negociacionnan efectivo.

Pero, tras di tur e factornan deseable aki tin un punta importante cu ta haci hopi pa promove condicionnan favorable pa negociacion efectivo. Esaki ta e saber cu e negociamento ta worde haci na nomber di un grupo specifico di empleadonan basá unicamente ariba nan necesidad y deseonan.

Com esaki ta un condicion cu ta favorece negociacionnan efectivo? Ta pasobra e saber cu representantenan ta capaz pa haci decisionnan final basá ariba comprendemento local ta cria un atmosfera di cooperacion. Y cooperacion den su mes ta un condicion grandi favorable pa negociacionnan efectivo.

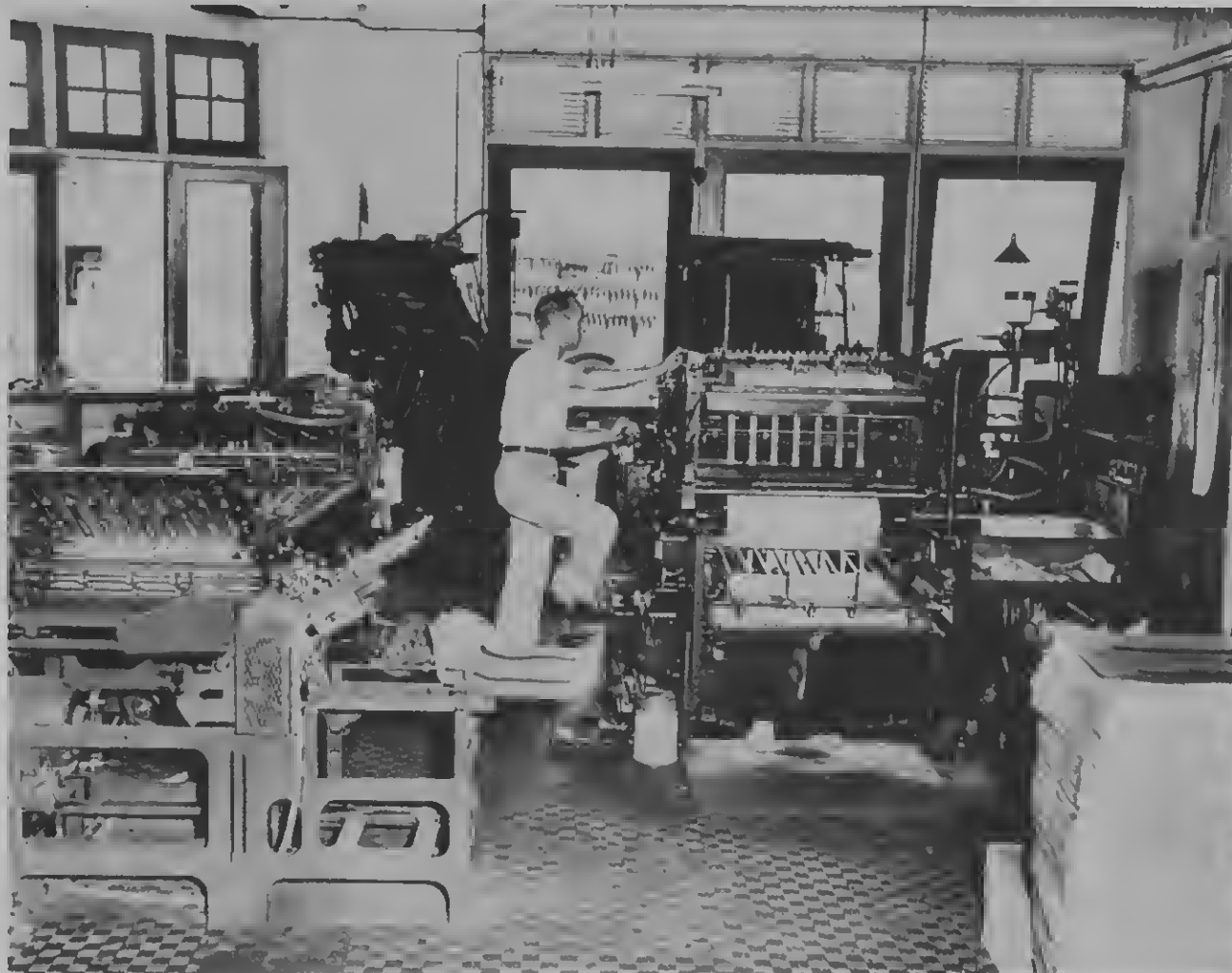
Cu independencia tin e libertad pa haci compromiso, e libertad pa conclui un negociacion. Influencianan di pafor sea den persona of pensa-

mento ta presente. E ta cria condicionnan favorable. Tanto representantenan di empleadonan y di directiva sabi cu nan ta tratando cu esnan cu por duna e contesta final. Directiva sabi cu e ta tratando cu hombernan cu ta concerná solamente cu problema y deseonan local. Representantenan di empleado sabi cu nan ta tratando cu un directiva cu ta concerná solamente cu desaroyo di relacionnan di trabao pacifico.

Tratamentonan representativo local solamente cu interesnan local den pensamiento ta promove condicionnan favorable pa negociacionnan cu exito. Representacion independiente ta den un posicion favorable pa mantene tal condicionnan favorable pa negociacion efectivo. Na Lago esakinan ta condicionnan cu a desaroya for di anjanan di representacion di empleadonan, sinjamento y desaroyo hunto. Representacion local ta nifica un sistema local cu hendenan local operando bao condicionnan na mehor interes di empleadonan, compania y comunidad.



FOR E-55, an exposition of the rebirth of The Netherlands kingdom being held in Rotterdam, is this model of Oranjestad's harbor, constructed by LVS students Alphonso Steenen und Pedro de Cuba.



THE NEW home of the Aruba Esso News is the Aruba Drukkerij N.V. in Oranjestad. Here Gerhard H. Ruepert operates the press upon which this paper was printed. At left is a machine that will fold the entire press run of 9000 copies in one hour.

E LUGAR nobo unda Aruba Esso News ta worde imprentá ta Aruba Drukkerij N.V. na Oranjestad. Aki Gerhard H. Ruepert ta opera e prensa ariba cual e corant a worde imprentá. Na banda robes tin un mashin cual por dobla henter e 9000 copianan imprentá den un ora.



AT THE keyboard of a new Intertype type-setting machine sits Harry Lake. This late-model machine's type range runs from six to 36-point.

AKI Harry Lake ta sintá dilanti e Intertype nobo, un mashin di set letra. E tipa di letra cu e mashin moderno aki ta usa ta varia di seis te 36 punta.

# News Printed Here

## Expanded Printing Plant Makes Shift Possible

How does a word, a picture appear in print? What is the story behind the process that transforms an idea into ink on a page?

The story is an old one which is still being written. It is an interesting tale, one which is tied intimately with the history of the world. It is being told here as the Aruba Esso News, printed for over 14 years in Curacao, shifts to Aruba.

The question "How does a word, a picture appear in print?" was the first line of type ever set in Aruba for publication in the Esso News. The line was set by the Aruba Drukkerij N.V. which started printing this semi-monthly employee newspaper with this issue.

The decision to print the paper here was reached after facilities at the Aruba Drukkerij became equal to the task of turning out some 9000 copies every two weeks. The move was in line with two of Lago's basic policies: providing the best possible company communications and aiding the island's economy.

The newspaper, which first appeared in 1940, was originally printed in Curacao because that island offered the most adequate, most convenient printing and engraving facilities. That situation continued until this year when the Aruba Drukkerij completed installation of new presses, type-setting machines and other equipment.

### Change Offered Advantages

Printing in Aruba offered a number of advantages. Previously copy and pictures were sent to Curacao during the 10 days preceding publication. Each Tuesday before the newspaper appeared on Saturday a member of the editorial staff flew to Curacao. He supervised make-up and read proofs.

Wednesday and Thursday were used for printing. On Friday the copies were air-freighted to Aruba for distribution Saturday. Thus five days elapsed between completion and distribution. As a result of the delay some stories were unavoidably missed, the news-worthiness of others was impaired.

With the paper printed in Aruba

the lost time will be reduced, stories will be more timely and more stories will be carried. Photographs which appear in the paper will be engraved in Miami rather than Curacao. Pictures will be air-mailed to the Floriday city and the engravings will be air-freighted back two days later.

The paper's tabloid-size will be retained.

The development of the Aruba Drukkerij plant answers a need for the printed word which has long been apparent not only in Aruba, but throughout the world. Answering the need created an industry which in some phases is an art "and the preserver of all the other arts."

### Movable Type Invented

Johann Gutenberg, a German, is credited with sparking printing as we know it today. He invented movable type. They were individual letters carved out of metal and placed side by side to spell a word. The first known work printed by movable type was a papal indulgence issued in 1454.

Movable-type printing first appeared in the New World in 1539. Juan Pablo set up his presses in Mexico City. They were, like all printing presses in those days, simple affairs. They held the type upon which ink was spread. The paper was placed on the inked type and pressed beneath a plate which was worked by a heavy, vise-like screw.

When the plate was backed off the ink, following the form of the letters upon which it was spread, had transferred to the paper.

Though faster than the hand work upon which printing had depended before the invention of movable type, press printing was slow. Only one sheet could be handled at a time and

type-setting was still a laborious process.

In 1810 another German, Friedrich Konig, invented a basic type of press which was to become known as the flat-bed. The principle is incorporated in the press upon which this paper is printed.

Konig's first press, used by a London newspaper, was powered by a steam engine. It carried the type in a flat form which was inked by a roller. The paper revolved on a drum, rolled over the type and gave the world, for the first time, mass printing.

### Automatic Type-Setting

Though press work had speeded up, the task of setting type had not. Konig's press used type set as it had been set for almost 300 years. In 1886, however, the New York Tribune put in operation a machine invented by an American, Ottmar Mergenthaler of Baltimore. It was the linotype machine and the forerunner of automatic type-setting.

Fantastically complex for its day, the machine was a monstrous assembly of wheels, belts, pulleys, moving arms, gears and other mechanical devices. Mergenthaler eventually lost his mind trying to improve his invention.

It set type by assembling - with a keyboard similar to a typewriter - a line of individual pieces of type. Molten lead was flushed against the recessed letters. When the lead cooled it carried the raised form of the letters.

The individual pieces of type went back into the machine to be used again as a mold. The piece of lead went into the press. The linotype machine was followed by intertype which operates on the same principle and the monotype which casts individual letters and assembles them into a line.

The demand for printed words gave rise to the demand for printed pictures. Lithographs - pictures printed with lines drawn in ink -

holding grease on a stone plate - and woodcuts - blocks of wood cut in exact copy of the picture - had long been familiar but impractical for mass reproduction.

Various methods of picture printing were developed in an attempt to fill the need, but the most successful combined the techniques of photography and engraving to produce half-tone photo-engravings. This device photographs a picture through a screen which breaks the picture into a predetermined number of dots per square inch.

The negative is then printed on a piece of copper or zinc that has been coated with a mixture of ammonium bichromate and egg albumen. The light coming through the negative hardens the mixture. Where it

is not exposed to light the coating is not hardened and washes away in water during the development process.

The plate is then dipped in acid which eats away the areas not protected by the coating. This etching leaves high and low spots on the plate.

Various-size dots, created by the screen through which the picture was photographed, determine the light and dark tones of the printed picture. The dots, left standing after the acid bath, carry the ink and do the printing.

The engraved plates, mounted on wood or metal "feet," are locked with the type into the "chase" or form which holds them on the press.

(Continued on page 7)



ALL printing is not automatic. Here Cedric H. Warner hand sets some of the type going into this issue of the Aruba Esso News.

TUR printmento no ta automatico. Aki Cedric H. Warner ta set cu man un poco di e letranan cu ta bai den e edicion aki di Aruba Esso News.



# Esso News Gedruk Aki

## Un Drukkerij mas Grande A Haci Cambio Posibel

Com un palabra, un retrato ta worde imprentá? Cual ta e historia tras di e proceso cu ta transforma un idea den ink ariba un pagina?

Esaki ta un historia bieuw cu ainda ta worde scirbi. E ta un cuenta interesante, uno cu ta relacioná intimamente cu historia di mundo. E ta bai worde contá aki como un imprentamento di Aruba Esso News, cual tabata tuma lugar na Curacao pa mas cu 14 anja, lo worde haci na Aruba.

E pregunta „Com un palabra, un retrato ta worde imprentá?” tabata promer linea di letra cu a worde geset na Aruba pa worde publicá den Esso News. E linea aki a worde geset door di Aruba Drukkerij N.V. cu a cuminsa imprenta e periodico semi-mensual di empleadonan aki cu e edicion actual.

E decision pa imprenta e corant aki a worde tumá despues cu facilidadnan di Aruba Drukkerij N.V. por a haci e trabao di saca algun 9000 copia cada dos siman. E decision aki tabata di acuerdo cu dos póiza basico di Lago: duna lo mehor posible comunicacion di compania y yuda economia di e Isla.

### Cambio A Ofrece Ventaha

E corant, cu a worde publicá pa di promer vez na 1940, originalmente tabata druk na Curacao pasobra e isla ey tabata ofrece facilidadnan mas adecuado, mas combiniente pa imprentamento y pa traha cliché. E situacion a sigui te e anja aki ora Aruba Drukkerij N.V. a completa instalacion di un mashin di imprenta, mashin di pone letra y otro herment nobo.

Imprentamento na Aruba ta ofrece algun ventaha. Antes copia y retrato tabata worde mandá Curacao durante e 10 dianan promer cu publicacion. Tur Diamars promer cu e corant sali ariba Diasabra un redactor tabata bai Curacao. El ta dirigí e formamento y leza e pruebanan.

Diarazon y Diahuebs tabata worde usá pa drukmento. Diabierna e

copianan tabata worde mandá Aruba cu aeroplano pa nan worde parti Diasabra. Asina ta cu ta corre cinco dia entre completacion y distribucion. Como resultado di e retraso ta inevitable cu de vez en cuando algun storia ta worde herá, of nan valor pa lectornan ta worde afectá.

Awor cu e corant ta druk na Aruba e perdida di tempo lo worde reduci, storianan lo sali mas na tempo y lo sali mas articulo. Portretnan cu ta sali den e corant lo worde engrabá (trahamento di cliché) na Miami y no na Curacao. Portretnan lo worde mandá cu aeroplano pa e ciudad na Florida y e clichénan lo bolbe cu aeroplano dos dia atras.

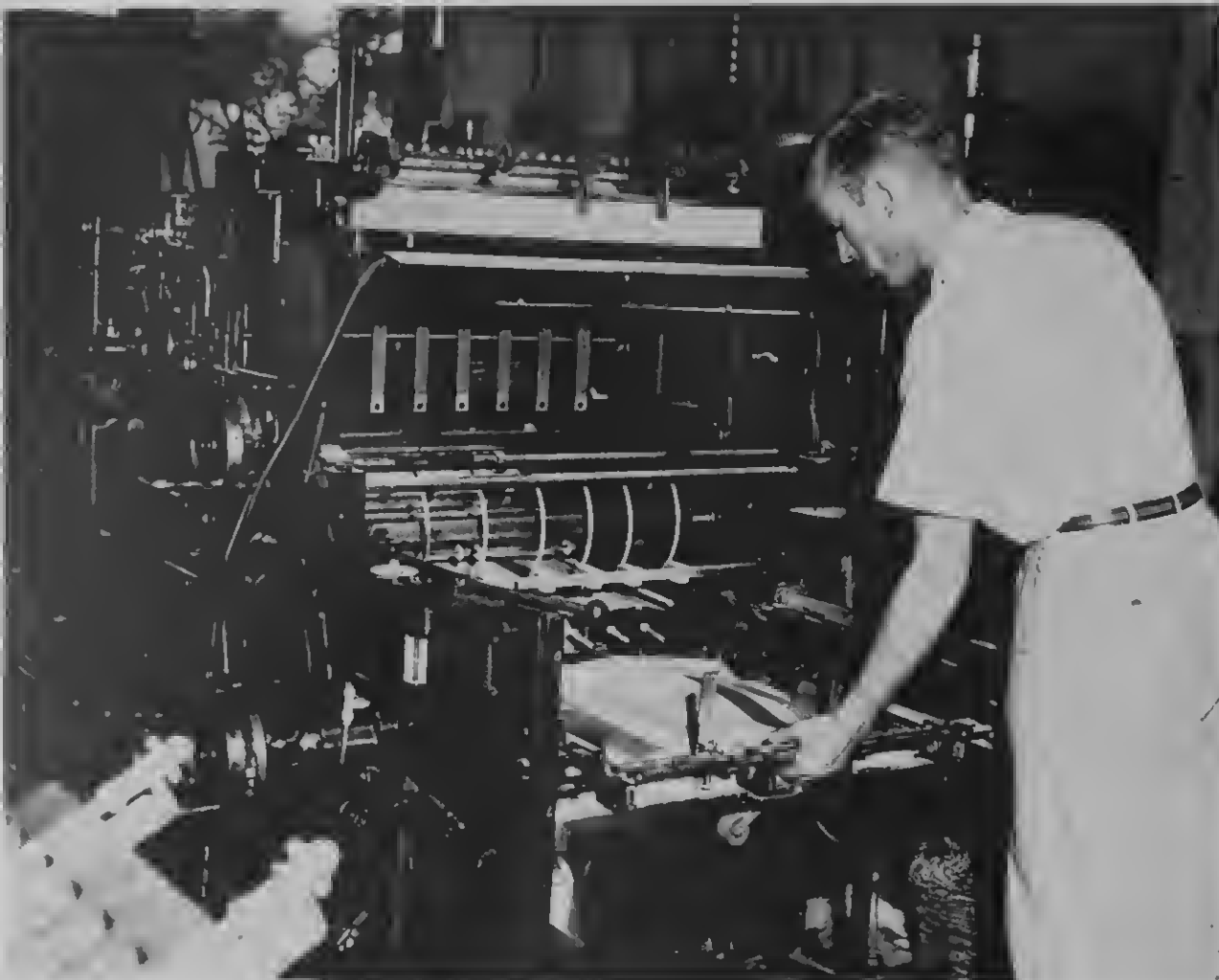
E tamanjo di e corant lo keda mescos.

Desaroyo di e imprenteria Aruba Drukkerij N.V. ta contesta ariba un necesidad pa e palabra imprentá cual hopi tempo ta aparente no solamente na Aruba, pero den henter mundo. Contestamento di e necesidad a cria un industria cu den algun fase ta un arte „y preservador di tur otro arte.”

### Letranan Movible Inventá

Johann Gutenberg, un Aleman, ta creditá cu invencion di printmento manera nos conoce awendia. El a inventa letra movible. Nan tabata lettranan individual sacá for di den metaal y poní banda di otro pa forma un palabra. E promer obra conocí cu a worde imprentá asina tabata un mensaje papal duná na 1454.

Printmento di e sorto aki a aparece den Mundo Nobo pa di promer



THIS flat-bed cylinder press which printed the paper can produce 8000 pages each hour. The first flat-bed press appeared in 1810 and was powered by steam. It rolled - as this press does - the paper on a cylinder over the type.

E PRENSA aki di cylindronan plat cual a imprenta e corant por produci 8000 pagina pa ora. E promer prensa cu cylindronan plat a aparece na 1810 y tabata worde movi cu stiem. E tabata lora - manera e prensa aki ta haci - e papel ariba un cilindro over di e lettranan.

vez na 1539. Juan Pablo a erigi su prensanan den Ciudad de Mexico. Nan tabata, mescos cu tur prensanan di e tempo, mashinnan simple. Nan tabata tene e lettranan ariba cual ink ta worde gespreit. E papel tabata worde poni ariba e lettranan cu ink ariba y primí bao di un plachi cual tabata worde haci cu un schroef pisá.

Ora e plachi worde kitá e ink, siguiendo forma di e lettranan ariba cual el a worde gespreit, a pasa pa ariba e papel.

Maske e tabata mas liher cu e trabao di man ariba cual drukmento tabata depende promer cu invencion di lettranan movible, drukmento cu prensa tabata lento. Solamente un vel di papel por a worde haci den un biaha y setmento di letra ainda tabata un trabao duro.

Na 1810 un otro Aleman, Friedrich Konig, a inventa un typo basico di prensa cual lo bira conocí como „flat-bed.” E principio basico ta incorporá den e prensa ariba cual e papel ta worde imprentá.

E promer prensa di Konig, usá door di un corant di Londres, tabata worde movi pa medio di un motor di stiem. E tabata carga e lettranan den un forma plat cual tabata worde geink door di un rol. E papel tabata lora ariba un drum y tabata lora over di e lettranan y a duna mundo, pa di promer vez, printmento na grandi.

### Setmento Automatico di Letra

Maske trabao di prensa a haci progreso, e tarea di setmento di letra no a avanza. E prensa di Konig tabata usa setmento di letra manera tabata worde haci ya ta 300 anja. Na 1886, sinembargo, New York Tribune a pone na operacion un mashin inventá door di un Americano, Ottmar Mergenthaler di Baltimore. Tabata e mashin di linotype y predecesor di setmento automatico di letra.

Fantasticamente complicá pa su tempo, e mashin tabata un aparato monstruoso di wiel, faha, pulley, brasa moviendo, gear y otro piezanan mecanico. Mergenthaler eventualmente a toca di cabez tratando pa mehora su invencion.

Esaki tabata set letra door di pone hunto - pa medio di un teclado manera di un mashin di scirbi - un linja di lettranan individual. Chumbo dirit tabata worde stiwá contra e lettranan. Ora e chumbo fria e tabata e letra na laria.

E lettranan individual tabata bolbe bai den e mashin pa worde usá. E pida chumbo tabata bai den e prensa. E mashin linotype a worde sigui door di intertype cual ta opera ariba e mes principio y e monotype cual ta basha lettranan individual y pone nan hunto den un linja.

E demanda pa palabranan geprint a causa e demanda pa portretnan geprint subi. Lithographo - portret gedruk cu linja halá den un vet cu ta retene ink ariba un pida piedra of palo cortá - blokli di palo cortá exactamente segun e retrato - tabata conocí hopi tempo pero impractico pa reproduccion na gran escala.

Varios metodo di imprentamento di retrato a worde desaroyá den un esfuerzo pa encontra e necesidad, pero csun di mas exito tabata combina e tecniconan di fotografia y engrabacion pa produci clichénan di retrato. E metodo aki ta fotografia

un retrato door di un screen cual ta parti e retrato den un cantidad determiná en adelante di punta pa inch cuadrá.

E negatief ta worde geprint ariba un pida koper of zink cual a worde pasá den un mezcla di amonio bichromate y blanco di webo. E luz cu ta bini door di negatief ta haci e mezcla duro. Unda e no ta exponi na luz e capa no ta bira duro y ta laba den awa durante e proceso di desaroyo.

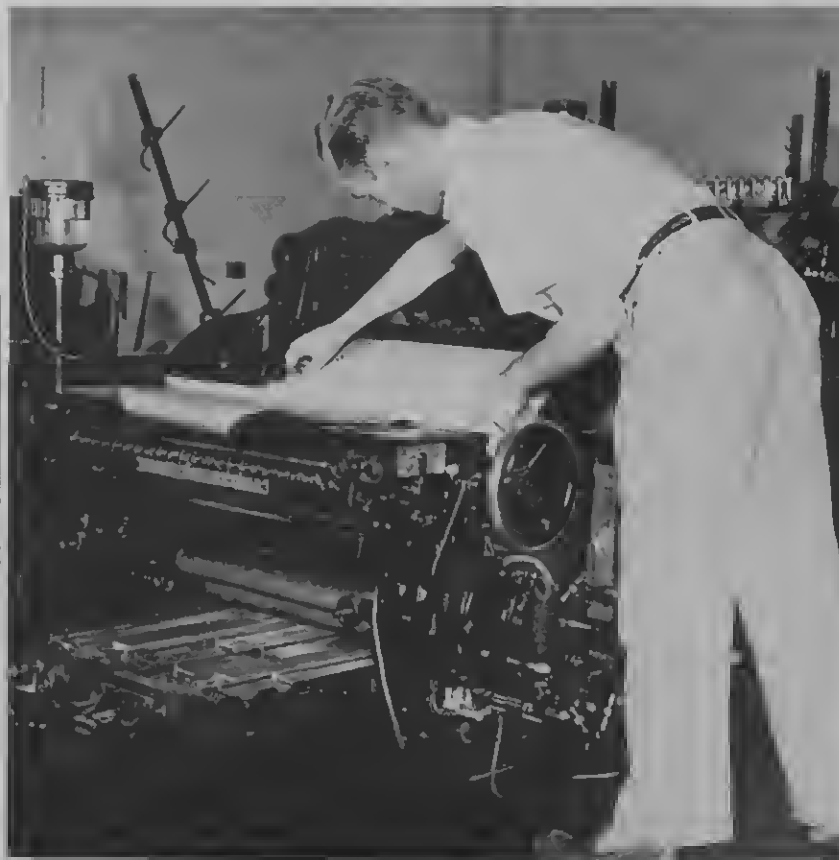
Anto e plachi ta worde gcdip den acido cual ta come e areanan cu no ta protegá door di e capa. Esaki ta laga lugarnan halto y abao ariba e plachi.

Puntanan di varios tamanjo, causá door di e screen door di cual e retrato a worde sacá, ta determina e tononan claro y scur di e retrato imprentá. E puntanan, cu ta keda para despues di e banjo den acido, (Continuá na pagina 7)



ENGRAVINGS for the paper are made in Miami. Foreman W. H. v/d Heijden (left) and H. A. L. Zandvliet mount the engravings on metal.

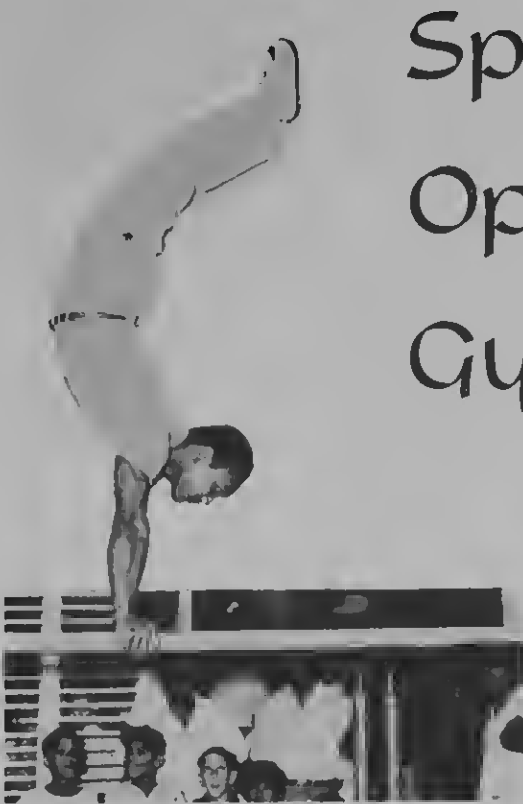
ENGRABACION pa e corant ta worde haci na Miami. Foreman W. H. v/d Heijden (robez) y H. A. L. Zandvliet ta monta e engrabacionnan.



MR. RUEPERT adjusts a page going through the press. A series of rollers carries the ink from the many-knobbed "fountain" to the page form.

SR. RUEPERT ta ahusta un pagina cu ta pasa door di e prensa. Un serie di rol ta hiba e ink for di e „fontijn” cu hopi knoppi pa e forma di pagina.

# Sport Park Opens New Gymnasium



CHARLES van Eer performs a difficult hand-stand on the parallel bars.

CHARLES van Eer la demonstra un difícil parada ariba man ariba e stangnan paralelo.

## Island Sport Stars Demonstrate Equipment



J. R. (Battling Siki) Pantophlet shows his boxing skill with the speed bag.

J. R. (Battling Siki) Pantophlet ta munstra su agilidad boxistico cu e speed bag.



ON AN abdominal mat, Neville Brathwaite demonstrates the use of one piece of the gym's exercise equipment. At left is Julian Pemberton, third-place winner in the Pan American Olympic heavy-weight weight-lifting competition who worked out at the dedication.

ARIBA un abdominal mat, Neville Brathwaite ta demonstra uso di un pieza di aparatonan di ebercicio di e gym. Robez ta Julian Pemberton, ganador di tercer lugar den e competicion di hizamento di peso pa division di peso completo den Juegonan Pan Americano kende a duna un exhibicion na e dedicacion.

The Lago Sport Park passed another expansion milestone May 18 when it opened - for Lago Employees and others who use the San Nicolas stadium - a new gymnasium. On hand for the ceremonies were Lago Public Relations Manager B. Teagle, members of the Sport Park Board and outstanding athletes from throughout the island.

Mr. Teagle, principal speaker at the dedication, reviewed the sport park's history - from the time it was opened in 1941 as a fenced in field until today when it has become the outstanding athletic plant on the island.

The gymnasium, located beneath the north stands, is the company's latest contribution to the development of island athletes and athletic competition. It is a complete unit designed to develop athletic ability and provide exercise facilities.

The gym is equipped with parallel bars, a horizontal bar, a vaulting "horse," bar bells, indian clubs, speed bag, abdominal mats, tumbling mats and chest weights. Located nearby are showers installed earlier.

The gym will be made available on a reservation basis to groups of six athletes. It will be open Sunday from 10 a.m. to 6 p.m.; Monday from 4 p.m. to 6 p.m. and Tuesday through Saturday from 4 p.m. to 10 p.m.

The restriction on the number of persons who may use the gym at one time is necessary, the Sport Park Board said, because of capacity limitations.

Lago Sport Park a pasa un otro punto di expansion Mei 18 ora el a habri - pa empleadonan di Lago y otronan cu ta usa e stadion na San Nicolas - un gymnasium nobo. Presente pa e ceremonianan tabata Gerente di Relaciones Publicas di Lago B. Teagle, miembronan di Sport Park Board y atletanan sobresaliente for di henter e isla.

Sr. Teagle, principal orador na e dedicacion, a repasa historia di sport park - for di tempo cu esaki a habri na 1941 como un veld cu waya rond di dje te awor cu el a bira e centro sobresaliente di atletismo ariba e isla.

E gymnasium, cual ta situá bao di e tribuna di nord, ta e mas reciente contribucion di compania na desaroyo di atletanan y competicion atletico. E ta un unidad completo designá pa desaroya habilidad atletico y pa duna facilidadnan pa haci ebercicio.

E gym tin aden stangnan paralelo, un stang horizontal, un "cabai" di haci ebercicio, bar bells, indian clubs, speed bag, abdominal mats, tumbling mats, y chest weights. Na banda tin banjonan cu a worde trahá mas promer.

E gym lo ta disponible ariba base di reservacion pa gruponan di atleta. E lo ta habri Diadomingo for di 10 a.m. te 6 p.m.; Dialuna for di 4 p.m. te 6 p.m. y Diamars te Diasabra for di 4 p.m. te 10 p.m.

E restriccion ariba e cantidad di hende cu por usa e gym den un biaha ta necesario, Sport Park Board a bisa, pa motibo di limitacionnan di capacidad.



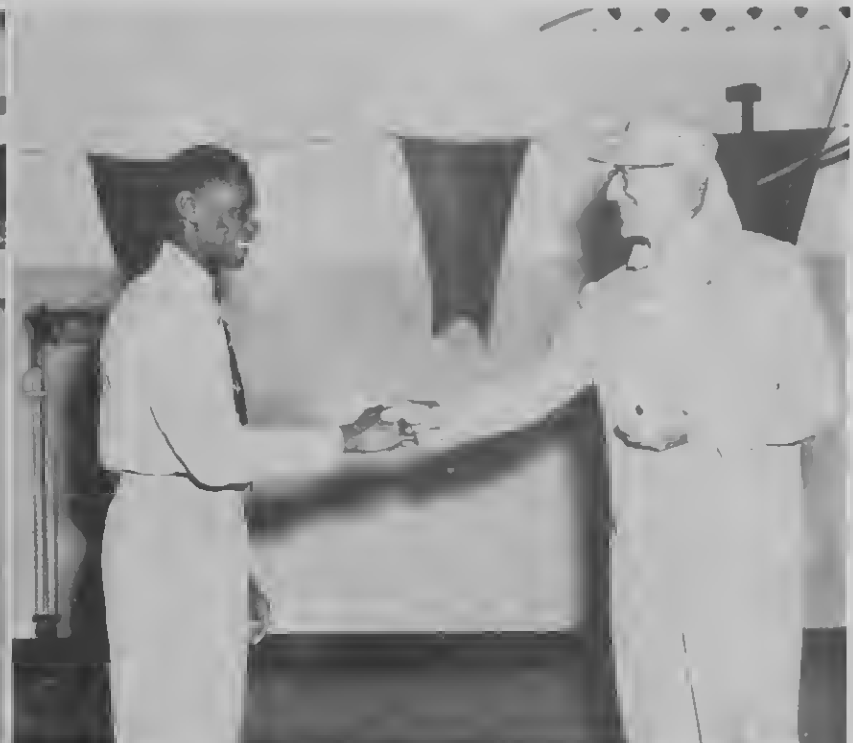
ROY van Putten works out on a mechanical chest expander.

ROY van Putten ta haci ebercicio cu un mechanical chest expander.



MR. van Eer, former member of a Paramaribo tumbling club, starts into a hand-stand on a vaulting "horse," later owered himself until his body was flat, horizontal.

SR. van Eer, anterior miembro di un club di gymnastiek na Paramaribo, ta cuminsa den un parada ariba man ariba un aparato di ebercicio, despues el a baha su mes te ora su curpa tabata plat, horizontal.



R. E. A. Martin, chairman of the Lago Sport Park Board, expresses the board's thanks to Lago Public Relations Manager B. Teagle. Mr. Martin, in accepting the new gymnasium, urged island athletes to care for the equipment "as if it were your own."

R. E. A. Martin, presidente di Lago Sport Park Board, ta expresa gratitud di e board na gerente di relaciones publicas B. Teagle. Sr. Martin, aceptando e gymnasium nobo, a pidi e atletanan pa cuida e aparatonan "mescos cu si nan tabata di boso mes."

## Cuatro Veterano Empleado di Lago Lo Laga Aruba

Cuatro veterano empleado di Lago Lo Laga Aruba dentro di e siguiente tres luna cu vacacion precediendo retiro. Nan ta Robert J. Kennerty, Lewis G. Harris, James T. Faris y Frank Macrini.

Sr. Kennerty, un foreman - Boiler, tabata emplea na 1933 como un boilermaker first class. Na 1934 el al worde promoví pa tradenman first class y despues el a traha como suhforeman segunda y promer clase, tradesforeman y zone foreman - Boilermakers.

Sr. Harris a worde emplea como un operator tercer clase - Pressure Stills na 1934. El a bira operator segunda clase, assistant operator den Pressure Still y Gas Plant y lo retirá como un operator den Catalytic & Light Ends.

Emplea originalmente na 1937 como un operator promer clase den Utilities - Process, Sr. Faris tabata promoví como operator y a traha como shift foreman, shift breaker pa shift foreman y operators y shift

## Park celebrando 15 Aniversario

Lago Sport Park, celebrando su di 15 aniversario e anja aki, a atrae mts cu 270,000 persona durante 1954. Un informe expedi door di Lago Sport Park Board ta munstra cu un total di 178,560 mirones y 93,660 hungador a usa e stadion anja pasá.

Nan a bini pa mira of hunga futbol, cricket, softball, baseball, tenis of basketball; pa atende of competi den e Olympiada anual of concursionan atletico di asociacion atletico di schoolnan di Aruba; pa usa patio di recreacion di e park.

Cifranan general pa hungadornan y mirones pa 1954 ta munstra un aumento ariba 1953 tempo cu mas of menos 150,000 a bai mira un 50,000 mas ariba terreno.

E concurrencia promedio pa anja tahata 14,880 persona anja pasá.

foreman, e grado cu cual lo el retirá.

Sr. Macrini tabata emplea como pintor den Technical Service Department - Engineering. El a worde promoví pa engineer B y lo retirá na e grado aki.

## Lago (Eng.) - lake Lago (Sp.) - lake

The word "Lago" in Lago Oil and Transport Co., Ltd., was derived from the Spanish word for "lake" and was adopted after oil was discovered in Lake Maracaibo, Venezuela.

But Webster says there is also a "Lago" in the English language and it, too, means "lake." The word cropped up recently in an advertisement for a magazine which was described as a "lago" of information.

## NEW ARRIVALS

### May 5

THIJSSEN, Juan N. - C&LE: A daughter, Swinda Margarita  
LACLE, Lauriano - Metal Trades: A daughter, Magda Schudt  
CROES, Felix B. - Accounting: A daughter, Elvia Elogia

### May 6

FISHER, William - TSD Eng.: A daughter, Gail  
CAROLINA, Hyacintho - Mech. Welding: A daughter, Glenda Gieta  
DANIES, Arthur - Mech. Yard: A son, Juan Benito

### May 8

SILVA, Felix S. - Accounting: A daughter, Rubia Susana

### May 9

LEYSNER, James Henry - Electrical: A daughter, Rose Marie  
WOLFF, Thomas - Mech. Yard: A daughter, Girigoria Maria

### May 10

RUIZ, Casiano A. - Utilities: A daughter, Rita Maria

### May 11

HENRIQUEZ, Vicente - Pipe: A son, Timoteo Nelson

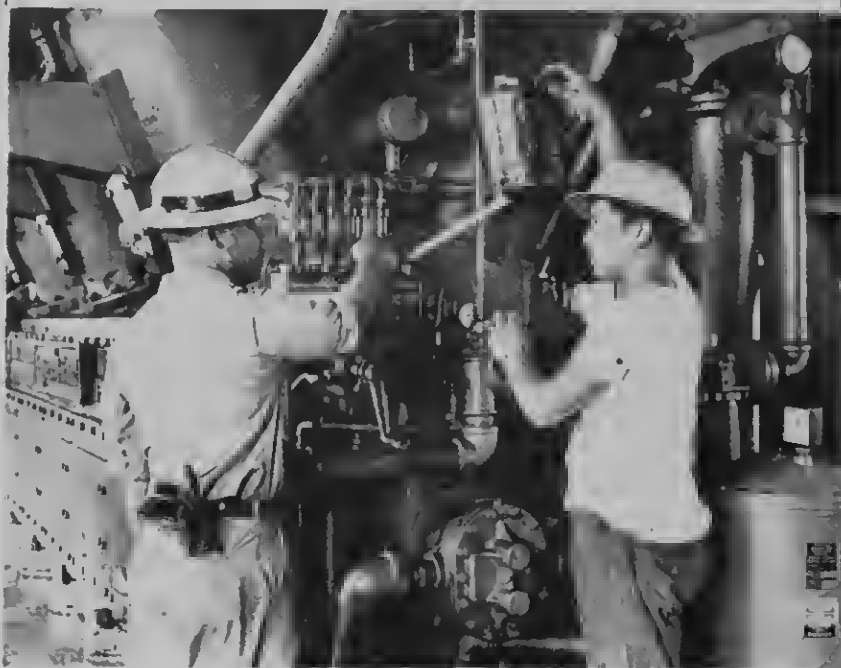
### May 12

ALDERS, George B. - TSD Lab 1: A son, Gregory Hyacinthus  
RAS, Hyacintho E. - Mech. Carpenter: A son, Johan

### May 13

HEYLIGER, George L. - Mech. Storehouse: A daughter, Norma Creencia  
LACLE, Dominico - Mech. Pipe: A daughter, Evelin Leoncita  
ORMAN, Julian B. - Mech. Carpenter: A daughter, Jacintha Maria Emelila  
CROES, Gilberto B. - TSD Lab: A daughter, Gloria Mercedes  
MOLINA, Simeon E. - Mech. Pipe: A son, Idilia Edgardo  
JANSEN, Jacobo - Mech. Mason: A daughter, Garla Justina

## Entrenamentu di Trabao



SUPERVISORS are always teaching. Here Operator J. A. Guy shows Process Helper F. J. Donati the right amount of oil for a GAR 1 compressor.

SUPERVISORAN semper ta duna les. Aki Operator J. A. Guy ta munstra Process Helper F. J. Donati e cantidad propio di azeta pa un compresor na GAR 1.

(Esaki ta e segundo parti di un serie ariba entrenamento na trabao na Lago.)

E instruccion ta designa pa sinja operacion di unit y variacion di producto. E ta inclui tal topiconan manera flow system di refinaria, e obheto di bubble towers, uso di chemicals como agentenan di trata producto, lugar di acid plant den operacion di compania, mantencion preventivo di pompan.

Ora e periodo di entrenamento di dos siman worde completá e estudiante generalmente ta bolbe pa su shift regular pa un luna of seis siman, y anto el ta bai ariba varda di dia pa entrenamento atrobe.

En vez di e sistema di progresion, Process Department tin un sistema di rating pa merito. Un vez cada anja cada supervisor ta contesta 95 pregunta y contesta tocante empleadonan te na rango di assistant operator; 125 pregunta tocante assistant operators y operators. Tin vez como siete of ocho supervisor ta "rate" un persona ariba karakter, actuacion na trabao y otro caracteristico; e homber cu e mihor rating ta haya e promocion.

Un otro metodo di entrenamento na trabao institui den Process ta den Catalytic & Light Ends. Ora un em-

pleado tin un pregunta el ta scirbiele y mande'le pa e job trainer. El ta pasa e pregunta pa e operatornan, kende ta scirbi nan contesta y ta bolbe pa e instructor.

E contestanan ta worde repasá door di e foreman kende ta prepara un contesta oficial di e departamentu cual na su turno ta worde mandá pa e operators y e homber cu a originá e pregunta.

Entrenamento na trabao den Technical Service Department — cual awor ta recruta su empleadonan nobo for di LVS, AS y MULO no ta asina extensivo manera ora empleadonan nobo cu un educacion basico den quimica, fisica y otro asuntunan cientifico no tabata disponible asina liher.

Actualmente entrenamento na trabao di TSD ta limitá na un curso den material di construccion pa Equipment Inspection Group. Dos klas ta encontrá pa un ora tres vez pa siman pa studia Material di Construccion.

E curso di cinco luna, cual ta caba na fin di Juni, ta worde sigui door di un curso den Forza di Material y un curso den Material Codes and Standards.

### TSD Entrenamentu

Den anjanan cu a pasa TSD a ofrece cursonan den tal obhetonan manera fisica, quimica, principionan di electricidad, Ingles y scirbimento di rapport, corrosion, calculacionnan den midimento di terreno.

Pa ultima tres anja Accounting Department a ofrece cursonan den accounting basico y avanza. Instrui door di un accountant graduá, e cursonan ta usas programa di un school di correspondencia. Limita pa empleadonan di Accounting Department, e curso ta worde financiá door di compania su plan di reembolso pa educacion. Studentenan cu complete e curso cu bon exito ta paga un tercer di e costo; compania ta paga e otro dos tercer.

E tres cursonan awor den progreso ta reuni dos ora cada dia doz vez pa siman ariba tempo di compania. Anteriormente supervisornan tabata duna entranamento den operacion di International Business Machine.

Entrenamento di trabao na Lago ta worde considerá bastante importante pa den mayoria caso laga e superintendente di departamentu sinta den e comité di entrenamento. E comité ta establece requerimentonan basico di e curso, recomenda cambio, planea instruccion nobo.

Entrenamento no ta limitá, sinembargo, na trabao sol. Empleadonan a worde mandá Estados Unidos pa cursonan specializá; instructornan a worde treci aki pa conduci seminars y cursonan pa medio di lectura; Education Refund Plan ta yuda financiá estudionan despues di trabao cu tin relacion cu e empleo su ocupacion.

## Esso News Printing

(Continued from page 4)

Color printing, such as the cover of the Esso News' 1954 Christmas issue, is a refinement of this process. Usually four plates are made. One prints red, another yellow, the third blue and the fourth black. Other tones are produced by printing one color over another such as blue over yellow to produce green.

Mass reproduction has made rapid strides in the past 150 years and as a result has had a strong effect on the affairs of the world. It has made "the pen mightier than the sword" and played an important role in many historic events.

It has become the mass means of communication and, by adaptation, has been made available even to those who cannot read. In many areas certain printed pictures, forms and colors mean as much to the illiterate as the written word does to those who can read.

To keep pace with the demand for mass reproduction, inventors and researchers have sought constantly to improve the tools of the industry. They have developed better presses, improved type-casting machines, more satisfactory inks, higher quality paper.

### Research Goes On

They've invented new processes such as off-set printing by which many of Lago's forms and notices are reproduced. In this process a photographic plate transfers ink to a rubber mat which prints on the paper.

Another innovation is an engraving machine which cuts - rather than etches - the dots composing an engraving into a plastic - rather than a metal - plate.

Electronics have been brought into play. Press associations now offer a service by which a perforated tape,

instead of an operator, punches the keys of a type-setting machine. A radio which will put printed news bulletins in a person's living room is being perfected.

Typical of the printing equipment which has been developed as a result of the constant research within the industry is that which the Aruba Drukkerij used in the production of this issue. The press is capable of 8000 pages an hour. The folder can handle 9000 copies an hour. The type is cast on a machine whose type sizes range from six-point (this is eight point) to 36-point.

Though no major changes in the Esso News format are planned, new type purchased by the Aruba Drukkerij will provide a greater variety in headlines.



EMPLOYEES of the Birmy Engraving Co. in Miami, Fla., inspect negatives of Esso News pictures before "printing" on zinc engraving plates.

EMPLEADONAN di Birmy Engraving Co. di Miami, Fla., ta inspecta negativonan di Esso News promé eu nan imprimi ariba plata di grabamento.

roso cu espada" y a hunga un papel importante den hopi eventonan historico.

El a bira e medio masivo di comunicacion y, door di adaptacion, hasta ta disponible pa esnan cu no sa leza. Den hopi lugarnan eierto retratonan, forma y color ta nifica nics tanto na e persona cu no sa leza cu e palabra scirbi ta nifica pa esnan cu sa leza.

Pa tene paso cu e demanda pa reproduccion na gran escala, inventor-producion na gran escala, inventonnan y experimentadornan ta busca constantemente pa mehora hermentnan di e industria. Nan a desaroya mehor prensanan, mehora mashinan di basha letra, inknan mas sa-

tisfactorio, papel di mehor calidad.

Typico di e hermentnan di print cual a worde desaroya como resultado di e constante experimentacion den e industria ta esun cu Aruba Drukkerij N.V. a usa den produccion di e edicion aki. E prensa ta capa pa trata 8000 pagina pa ora. E mashin di dobla por corre 9000 copia pa ora. E letranan ta worde bashá ariba un mashin di cual su tamanjonan di letra ta varia for di seis punta (esaki ta ocho punta) te 36 punta.

Maske cu no tin ningun cambio grandi planea den formaat di Esso News, e letranan nobo cumprá door di Aruba Drukkerij N.V. lo duna un variedad mas grandi den epigrafonan.

## Gedruk aki

(Continued from page 5)

ta carga e ink y ta haci e imprentamento.

E plachinan engrabá, montá ariba blokki di palo of metaal, ta worde cerrá den e forma cual ta tene nan ariba e prensa.

Imprentamento den color, manera e capa di e edicion di Pascu 1954 di Esso News, ta un refinacion di e proceso aki. Generalmente euatro plachi ta worde trahá. Un ta druk eorrá, un geel, e otro blanw y di cuatro preto. Otro tononan ta worde produci door di druk un color over di e otro manera geel over di blauw pa produci berde.

Reproduccion na gran escala a haei tremende progreso den ultimo 150 anja y consequentemente tabatin un efecto fuerte ariba eventonan mundial. El a haei „pen mas pode-





COLONY SERVICE produced an excellent menu.

COLONY SERVICE a produci un menu excelente.



ACTING General Manager F. E. Griffin, in the receiving line with other company executives C. F. Smith, T. C. Brown and J. J. Horgan, welcomes Antolina Tromp of Industrial Relations.

MANAGER General Interino F. E. Griffin den e linja pa worde sirbi hunto cu ehecutivonan di compania C. F. Smith, T. C. Brown y J. J. Horgan, ta duna bienvenida na Antolina Tromp di Industrial Relations Department.

## Supervisors at Party



NEIGHBORHOOD children enjoyed the party.

MUCHANAN den vecindario a goza di e party.



FROM Santo Domingo, Soprano Violeta Stephen sang popular and semi-classical pieces in Spanish and English.

FOR DI Santo Domingo, Soprano Violeta Stephen a canta piezanan popular y semi-clasico na Spanjò y Ingles.



BOYCE CROES of the Employee Medical Center (left), Carlos Croes (center) and Joseph Westerburger (right), appeared as the Trio Oriental assisted by Juan Winterdaal of Transportation (rear).

BOYCE CROES di Employee Medical Center (rohez), Carlos Croes (centro) y Joseph Westerburger (banda drechi) a aparece como Trio Oriental asisti pa Juan Winterdaal di Transportation (atras).



REFRESHMENTS got the festivities started.

REFRESCO a habri e festividadnan.



THE Four Fifths - (left to right) Lago engineers J. C. Hayduk, A. R. Buchanan, K. N. Taylor and G. A. Cole - presented close harmony.

E Four Fifths - (rohez pa drechi) ingenieronan di Lago J. C. Hayduk, A. R. Buchanan, K. N. Taylor y G. A. Cole - ta presenta nan musica.